

WD 05-2432 (Rev.-19) was first posted on [www.wdol.gov](http://www.wdol.gov) on 12/30/2014

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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2432
Diane C. Koplewski		Revision No.: 19
Director		Date Of Revision: 12/22/2014
Division of		
Wage Determinations		

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

\*\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE
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RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

13.04

01012 - Accounting Clerk II

14.63

01013 - Accounting Clerk III

18.28

01020 - Administrative Assistant

22.58

01040 - Court Reporter

18.46

01051 - Data Entry Operator I

11.69

01052 - Data Entry Operator II

12.76

01060 - Dispatcher, Motor Vehicle

17.05

01070 - Document Preparation Clerk  
13.46  
01090 - Duplicating Machine Operator  
13.46  
01111 - General Clerk I  
13.10  
01112 - General Clerk II  
14.30  
01113 - General Clerk III  
18.00  
01120 - Housing Referral Assistant  
18.77  
01141 - Messenger Courier  
10.67  
01191 - Order Clerk I  
12.71  
01192 - Order Clerk II  
14.08  
01261 - Personnel Assistant (Employment) I  
14.35  
01262 - Personnel Assistant (Employment) II  
16.05  
01263 - Personnel Assistant (Employment) III  
17.90  
01270 - Production Control Clerk  
20.96  
01280 - Receptionist  
12.74  
01290 - Rental Clerk  
14.04  
01300 - Scheduler, Maintenance  
14.04  
01311 - Secretary I  
14.04  
01312 - Secretary II  
16.20  
01313 - Secretary III  
18.77  
01320 - Service Order Dispatcher  
15.05  
01410 - Supply Technician  
22.58  
01420 - Survey Worker  
17.05  
01531 - Travel Clerk I  
12.32  
01532 - Travel Clerk II  
13.14  
01533 - Travel Clerk III  
13.77  
01611 - Word Processor I  
12.54  
01612 - Word Processor II  
14.07  
01613 - Word Processor III  
15.80  
05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass  
18.14  
05010 - Automotive Electrician  
17.24  
05040 - Automotive Glass Installer  
16.31  
05070 - Automotive Worker  
14.84  
05110 - Mobile Equipment Servicer  
13.22  
05130 - Motor Equipment Metal Mechanic  
16.49  
05160 - Motor Equipment Metal Worker  
14.84  
05190 - Motor Vehicle Mechanic  
16.49  
05220 - Motor Vehicle Mechanic Helper  
12.63  
05250 - Motor Vehicle Upholstery Worker  
14.03  
05280 - Motor Vehicle Wrecker  
14.84  
05310 - Painter, Automotive  
15.67  
05340 - Radiator Repair Specialist  
14.84  
05370 - Tire Repairer  
12.12  
05400 - Transmission Repair Specialist  
16.49  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.05  
07041 - Cook I  
8.70  
07042 - Cook II  
10.01  
07070 - Dishwasher  
8.18  
07130 - Food Service Worker  
8.20  
07210 - Meat Cutter  
13.28  
07260 - Waiter/Waitress  
8.77  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
14.86  
09040 - Furniture Handler  
10.57  
09080 - Furniture Refinisher  
14.86  
09090 - Furniture Refinisher Helper  
11.83  
09110 - Furniture Repairer, Minor  
13.35

09130 - Upholsterer  
14.86  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.06  
11060 - Elevator Operator  
10.81  
11090 - Gardener  
12.86  
11122 - Housekeeping Aide  
10.47  
11150 - Janitor  
10.19  
11210 - Laborer, Grounds Maintenance  
10.82  
11240 - Maid or Houseman  
8.42  
11260 - Pruner  
10.20  
11270 - Tractor Operator  
12.10  
11330 - Trail Maintenance Worker  
10.82  
11360 - Window Cleaner  
10.42  
12000 - Health Occupations  
12010 - Ambulance Driver  
13.70  
12011 - Breath Alcohol Technician  
17.35  
12012 - Certified Occupational Therapist Assistant  
25.26  
12015 - Certified Physical Therapist Assistant  
22.10  
12020 - Dental Assistant  
14.41  
12025 - Dental Hygienist  
29.89  
12030 - EKG Technician  
20.95  
12035 - Electroneurodiagnostic Technologist  
20.95  
12040 - Emergency Medical Technician  
13.70  
12071 - Licensed Practical Nurse I  
15.51  
12072 - Licensed Practical Nurse II  
17.35  
12073 - Licensed Practical Nurse III  
19.35  
12100 - Medical Assistant  
12.33  
12130 - Medical Laboratory Technician  
16.14  
12160 - Medical Record Clerk  
13.88

12190 - Medical Record Technician  
15.53  
12195 - Medical Transcriptionist  
12.04  
12210 - Nuclear Medicine Technologist  
34.29  
12221 - Nursing Assistant I  
9.70  
12222 - Nursing Assistant II  
10.91  
12223 - Nursing Assistant III  
11.91  
12224 - Nursing Assistant IV  
13.36  
12235 - Optical Dispenser  
14.41  
12236 - Optical Technician  
11.84  
12250 - Pharmacy Technician  
16.23  
12280 - Phlebotomist  
13.36  
12305 - Radiologic Technologist  
22.09  
12311 - Registered Nurse I  
27.48  
12312 - Registered Nurse II  
30.22  
12313 - Registered Nurse II, Specialist  
30.22  
12314 - Registered Nurse III  
36.56  
12315 - Registered Nurse III, Anesthetist  
36.56  
12316 - Registered Nurse IV  
43.82  
12317 - Scheduler (Drug and Alcohol Testing)  
21.50  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.53  
13012 - Exhibits Specialist II  
20.67  
13013 - Exhibits Specialist III  
24.88  
13041 - Illustrator I  
20.86  
13042 - Illustrator II  
25.12  
13043 - Illustrator III  
30.74  
13047 - Librarian  
20.37  
13050 - Library Aide/Clerk  
10.85  
13054 - Library Information Technology Systems  
18.40

Administrator  
 13058 - Library Technician  
 12.31  
 13061 - Media Specialist I  
 13.27  
 13062 - Media Specialist II  
 14.85  
 13063 - Media Specialist III  
 16.56  
 13071 - Photographer I  
 13.27  
 13072 - Photographer II  
 15.16  
 13073 - Photographer III  
 18.78  
 13074 - Photographer IV  
 22.98  
 13075 - Photographer V  
 27.80  
 13110 - Video Teleconference Technician  
 14.89  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 14.91  
 14042 - Computer Operator II  
 16.74  
 14043 - Computer Operator III  
 18.70  
 14044 - Computer Operator IV  
 20.75  
 14045 - Computer Operator V  
 22.97  
 14071 - Computer Programmer I (see 1)  
 24.07  
 14072 - Computer Programmer II (see 1)  
 14073 - Computer Programmer III (see 1)  
 14074 - Computer Programmer IV (see 1)  
 14101 - Computer Systems Analyst I (see 1)  
 14102 - Computer Systems Analyst II (see 1)  
 14103 - Computer Systems Analyst III (see 1)  
 14150 - Peripheral Equipment Operator  
 14.91  
 14160 - Personal Computer Support Technician  
 20.75  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 29.92  
 15020 - Aircrew Training Devices Instructor (Rated)  
 36.20  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 39.82  
 15050 - Computer Based Training Specialist / Instructor  
 29.92  
 15060 - Educational Technologist  
 22.71  
 15070 - Flight Instructor (Pilot)  
 39.82

15080 - Graphic Artist  
20.81  
15090 - Technical Instructor  
17.74  
15095 - Technical Instructor/Course Developer  
21.70  
15110 - Test Proctor  
15.76  
15120 - Tutor  
15.76  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
8.47  
16030 - Counter Attendant  
8.47  
16040 - Dry Cleaner  
10.79  
16070 - Finisher, Flatwork, Machine  
8.47  
16090 - Presser, Hand  
8.47  
16110 - Presser, Machine, Drycleaning  
8.47  
16130 - Presser, Machine, Shirts  
8.47  
16160 - Presser, Machine, Wearing Apparel, Laundry  
8.47  
16190 - Sewing Machine Operator  
11.56  
16220 - Tailor  
12.34  
16250 - Washer, Machine  
9.27  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.79  
19040 - Tool And Die Maker  
24.73  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.25  
21030 - Material Coordinator  
22.82  
21040 - Material Expediter  
22.82  
21050 - Material Handling Laborer  
11.10  
21071 - Order Filler  
12.77  
21080 - Production Line Worker (Food Processing)  
15.25  
21110 - Shipping Packer  
13.76  
21130 - Shipping/Receiving Clerk  
13.76  
21140 - Store Worker I  
13.94

21150 - Stock Clerk  
16.90  
21210 - Tools And Parts Attendant  
15.25  
21410 - Warehouse Specialist  
15.25  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
24.37  
23021 - Aircraft Mechanic I  
23.35  
23022 - Aircraft Mechanic II  
24.37  
23023 - Aircraft Mechanic III  
25.40  
23040 - Aircraft Mechanic Helper  
16.96  
23050 - Aircraft, Painter  
20.19  
23060 - Aircraft Servicer  
19.19  
23080 - Aircraft Worker  
20.33  
23110 - Appliance Mechanic  
16.59  
23120 - Bicycle Repairer  
12.12  
23125 - Cable Splicer  
24.43  
23130 - Carpenter, Maintenance  
18.10  
23140 - Carpet Layer  
17.15  
23160 - Electrician, Maintenance  
18.93  
23181 - Electronics Technician Maintenance I  
21.73  
23182 - Electronics Technician Maintenance II  
24.54  
23183 - Electronics Technician Maintenance III  
25.71  
23260 - Fabric Worker  
17.12  
23290 - Fire Alarm System Mechanic  
18.63  
23310 - Fire Extinguisher Repairer  
16.13  
23311 - Fuel Distribution System Mechanic  
23.73  
23312 - Fuel Distribution System Operator  
17.99  
23370 - General Maintenance Worker  
17.04  
23380 - Ground Support Equipment Mechanic  
22.99  
23381 - Ground Support Equipment Servicer  
18.78



23382 - Ground Support Equipment Worker  
19.89  
23391 - Gunsmith I  
16.13  
23392 - Gunsmith II  
17.98  
23393 - Gunsmith III  
19.84  
23410 - Heating, Ventilation And Air-Conditioning  
18.92  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
19.98  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
18.92  
23440 - Heavy Equipment Operator  
18.50  
23460 - Instrument Mechanic  
24.92  
23465 - Laboratory/Shelter Mechanic  
18.93  
23470 - Laborer  
11.10  
23510 - Locksmith  
18.24  
23530 - Machinery Maintenance Mechanic  
21.77  
23550 - Machinist, Maintenance  
18.92  
23580 - Maintenance Trades Helper  
13.97  
23591 - Metrology Technician I  
24.92  
23592 - Metrology Technician II  
25.98  
23593 - Metrology Technician III  
27.08  
23640 - Millwright  
20.03  
23710 - Office Appliance Repairer  
19.09  
23760 - Painter, Maintenance  
17.94  
23790 - Pipefitter, Maintenance  
19.97  
23810 - Plumber, Maintenance  
19.20  
23820 - Pneudraulic Systems Mechanic  
19.84  
23850 - Rigger  
19.84  
23870 - Scale Mechanic  
17.98  
23890 - Sheet-Metal Worker, Maintenance  
22.11

23910 - Small Engine Mechanic  
17.04  
23931 - Telecommunications Mechanic I  
22.77  
23932 - Telecommunications Mechanic II  
23.76  
23950 - Telephone Lineman  
22.90  
23960 - Welder, Combination, Maintenance  
18.92  
23965 - Well Driller  
19.71  
23970 - Woodcraft Worker  
19.84  
23980 - Woodworker  
16.13  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
8.73  
24580 - Child Care Center Clerk  
13.27  
24610 - Chore Aide  
8.73  
24620 - Family Readiness And Support Services  
14.27  
Coordinator  
24630 - Homemaker  
15.64  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.39  
25040 - Sewage Plant Operator  
16.59  
25070 - Stationary Engineer  
22.39  
25190 - Ventilation Equipment Tender  
15.08  
25210 - Water Treatment Plant Operator  
16.35  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
14.88  
27007 - Baggage Inspector  
12.57  
27008 - Corrections Officer  
15.39  
27010 - Court Security Officer  
20.62  
27030 - Detection Dog Handler  
15.03  
27040 - Detention Officer  
15.39  
27070 - Firefighter  
24.14  
27101 - Guard I  
12.57

27102 - Guard II  
15.03  
27131 - Police Officer I  
23.19  
27132 - Police Officer II  
25.77  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
10.57  
28042 - Carnival Equipment Repairer  
11.39  
28043 - Carnival Equipment Worker  
8.28  
28210 - Gate Attendant/Gate Tender  
13.14  
28310 - Lifeguard  
12.47  
28350 - Park Attendant (Aide)  
15.51  
28510 - Recreation Aide/Health Facility Attendant  
10.73  
28515 - Recreation Specialist  
17.93  
28630 - Sports Official  
11.71  
28690 - Swimming Pool Operator  
16.74  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
20.94  
29020 - Hatch Tender  
20.94  
29030 - Line Handler  
20.94  
29041 - Stevedore I  
19.94  
29042 - Stevedore II  
22.08  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
35.77  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
24.66  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
27.16  
30021 - Archeological Technician I  
17.25  
30022 - Archeological Technician II  
20.36  
30023 - Archeological Technician III  
25.22  
30030 - Cartographic Technician  
25.22  
30040 - Civil Engineering Technician  
24.03  
30061 - Drafter/CAD Operator I  
17.25

30062 - Drafter/CAD Operator II  
 20.36  
 30063 - Drafter/CAD Operator III  
 22.71  
 30064 - Drafter/CAD Operator IV  
 26.48  
 30081 - Engineering Technician I  
 19.05  
 30082 - Engineering Technician II  
 21.83  
 30083 - Engineering Technician III  
 23.92  
 30084 - Engineering Technician IV  
 29.64  
 30085 - Engineering Technician V  
 36.26  
 30086 - Engineering Technician VI  
 43.86  
 30090 - Environmental Technician  
 21.77  
 30210 - Laboratory Technician  
 19.34  
 30240 - Mathematical Technician  
 25.23  
 30361 - Paralegal/Legal Assistant I  
 18.67  
 30362 - Paralegal/Legal Assistant II  
 23.12  
 30363 - Paralegal/Legal Assistant III  
 28.28  
 30364 - Paralegal/Legal Assistant IV  
 34.22  
 30390 - Photo-Optics Technician  
 25.22  
 30461 - Technical Writer I  
 18.40  
 30462 - Technical Writer II  
 22.51  
 30463 - Technical Writer III  
 27.24  
 30491 - Unexploded Ordnance (UXO) Technician I  
 22.74  
 30492 - Unexploded Ordnance (UXO) Technician II  
 27.51  
 30493 - Unexploded Ordnance (UXO) Technician III  
 32.97  
 30494 - Unexploded (UXO) Safety Escort  
 22.74  
 30495 - Unexploded (UXO) Sweep Personnel  
 22.74  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 22.71  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 25.22  
 31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide  
11.62  
31030 - Bus Driver  
14.66  
31043 - Driver Courier  
13.20  
31260 - Parking and Lot Attendant  
9.68  
31290 - Shuttle Bus Driver  
14.03  
31310 - Taxi Driver  
10.60  
31361 - Truckdriver, Light  
14.03  
31362 - Truckdriver, Medium  
15.85  
31363 - Truckdriver, Heavy  
19.47  
31364 - Truckdriver, Tractor-Trailer  
19.47  
99000 - Miscellaneous Occupations  
99030 - Cashier  
8.66  
99050 - Desk Clerk  
8.70  
99095 - Embalmer  
25.43  
99251 - Laboratory Animal Caretaker I  
10.69  
99252 - Laboratory Animal Caretaker II  
11.36  
99310 - Mortician  
25.43  
99410 - Pest Controller  
13.65  
99510 - Photofinishing Worker  
12.45  
99710 - Recycling Laborer  
15.53  
99711 - Recycling Specialist  
17.42  
99730 - Refuse Collector  
14.64  
99810 - Sales Clerk  
11.59  
99820 - School Crossing Guard  
10.88  
99830 - Survey Party Chief  
23.62  
99831 - Surveying Aide  
13.28  
99832 - Surveying Technician  
20.91  
99840 - Vending Machine Attendant  
12.16  
99841 - Vending Machine Repairer  
14.63

99842 - Vending Machine Repairer Helper  
11.82

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

## 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:

If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary



affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form  
1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.